

**§ 532.277 Special wage schedules for U.S. Navy positions in Bridgeport, California.**

(a) The Department of Defense shall establish special wage schedules for prevailing rate employees at the United States Marine Corps Mountain Warfare Training Center in Bridgeport, California.

(b) Schedules shall be established by increasing the step 2 rates on the Reno, Nevada, regular wage schedule by 10 percent.

(c) Step rates shall be developed by using the standard formulas established in § 532.203 of this subpart.

(d) The special wage schedules shall be effective on the same date as the regular wage schedules applicable to the Reno, Nevada, wage area.

[55 FR 46146, Nov. 1, 1990]

**§ 532.279 Special wage schedules for printing positions.**

(a) The lead agency in a special printing schedule area listed in paragraph (j) of this section shall conduct special printing surveys and establish special printing schedules for positions properly allocable to the 4400 printing job family or the 5330 printing equipment repairing job series under FWS job grading standards.

(b) Except as provided in this section, regular appropriated fund wage survey and wage-setting procedures established in §§ 532.213 through 532.245 of this subpart shall be applicable to printing surveys and schedules.

(c) Specifications for printing surveys shall be as follows:

(1) Standard industrial code 2752 shall be included in the printing survey. A lead agency may also add other SICs in Major Group 27 to the survey in light of survey experience.

(2) Surveys shall cover establishments with a total employment of 20 or more.

(3) A lead agency shall survey the following jobs:

Job title	Job grade
Opaquer .....	4
Offset Press Helper .....	5
Bindery Machine Operator (Helper) .....	5
Film Assembler-Stripper (Single Flat-Single Color) ..	5
Platemaker (Single Color) .....	5

Job title	Job grade
Film Assembler-Stripper (Partial and Composite Flats) .....	7
Platemaker (Double Exposure and Multicolor Line) .....	7
Offset Press Operator .....	8
Bindery Machine Operator (Paper Cutter) .....	8
Bindery Machine Operator (Power Folder) .....	8
Film Assembler-Stripper (Multiple Flat-Multiple Color) .....	8
Platemaker (Multicolor Halftones and Screen Tints) .....	8
Bindery Machine Operator .....	9
Offset Operator (15-18 Thru 14-20) .....	9
Offset Operator (17-22 Thru 19-25) .....	9
Offset Operator (22-29 Thru 35-39) .....	9
Offset Operator (35-45 and Larger) .....	10
Offset Photographer (Halftone) .....	10
Negative Engraver .....	10
Bookbinder .....	10
Lithographic Pressman Multicolor (17-22 Thru 25-39) .....	10
Lithographic Pressman Multicolor (34-44 and Larger) .....	11
Offset Photographer (Process Color) .....	11

(d) The data collected in a special printing survey shall be considered adequate for computing paylines if the unweighted job matches for non-supervisory jobs include at least 20 matches in the grade 1 through 5 range, 20 matches in the grade 6 through 8 range, 40 matches in the grade 9 and above range, and 60 additional matches at any grade.

(e) Each survey job used in computing printing schedule paylines must include a minimum of three unweighted matches.

(f) Special printing schedules shall have three step rates with the payline fixed at step 2. Step 1 shall be set at 96 percent of the payline rate, and step 3 shall be set at 104 percent of the payline rate.

(g) No step 3 rate on a special printing schedule shall be less than the maximum rate of the corresponding grade on the regular wage schedule for the wage area. If an adjustment is required under this provision, the payline rate of the special schedule shall be adjusted so as to provide a step 3 special schedule rate equal to the maximum rate of the corresponding regular schedule grade when the formula in paragraph (f) of this section is applied. Step 1 shall be set at 96 percent of the adjustment payline rate.

(h) The waiting period for within-grade increases under special printing schedules is 26 weeks between steps 1 and 2 and 78 weeks between steps 2 and 3.

(i) Special printing schedules shall be effective on the same date as the regular wage schedules for the authorized wage areas.

(j) Special printing schedules are authorized in the following wage areas:

- (1) Washington, DC.
- (2) St. Louis, Missouri.
- (3) Kansas City, Missouri.
- (4) Philadelphia, Pennsylvania.

[55 FR 46146, Nov. 1, 1990; as amended at 58 FR 32274, June 9, 1993; 59 FR 54787, Nov. 2, 1994; 60 FR 5312, Jan. 27, 1995; 60 FR 26341, May 17, 1995; 60 FR 46214, Sept. 6, 1995]

**§ 532.281 Special wage schedules for divers and tenders.**

(a) Agencies are authorized to establish special schedule payments for prevailing rate employees who perform diving and tending duties.

(b) Employees who perform diving duties shall be paid 175 percent of the locality WG-10, step 2, rate for all payable hours of the shift.

(c) Employees who perform tending duties shall be paid at the locality WG-10, step 2, rate for all payable hours of the shift.

(d) Employees whose regular scheduled rate exceeds the diving/tending rate on the day they perform such duties shall retain their regular scheduled rate on that day.

(e) An employee's diving/tending rate shall be used as the basic rate of pay for computing all premium payments for a shift.

(f) Employees who both dive and tend on the same shift shall receive the higher diving rate as the basic rate for all hours of the shift.

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**§ 532.283 Special wage schedules for nonappropriated fund tipped employees classified as waiter/waitress.**

(a) Tipped employees shall be paid from the regular nonappropriated fund (NAF) schedule applicable to the employee's duty station.

(b) A tip offset may be authorized for employees classified as Waiter/Waitress. For purposes of this section, a tipped employee is one who is engaged in an occupation in which he or she customarily and regularly receives more than \$30 a month in tips, and a

tip offset is the amount of money by which an employer, in meeting legal minimum wage standards, may reduce a tipped employee's cash wage in consideration of the receipt of tips.

(c) A tip offset may be established, abolished, or adjusted by NAF instrumentalities on an annual basis and at such additional times as new or revised minimum wage statutes require. The amount of any tip offset may vary within a single instrumentality based on location, type of service, or time of service.

(d) If tipped employees are represented by a labor organization holding exclusive recognition, the employing NAF instrumentality shall negotiate with such organization to arrive at a determination as to whether, when, and how much tip offset shall be applied. Changes in tip offset practices may be made more frequently than annually as a result of collective bargaining agreement.

(e) Tip offset practices shall be governed by the Fair Labor Standards Act, as amended, or the applicable statutes of the State, possession or territory where an employee works, whichever provides the greater benefit to the employee. In locations where tip offset is prohibited by law, the requirements of paragraphs (c) and (d) of this section do not apply.

[55 FR 46146, Nov. 1, 1990]

**§ 532.285 Special wage schedules for supervisors of negotiated rate Bureau of Reclamation employees.**

(a) The Department of the Interior shall establish and issue special wage schedules for wage supervisors of negotiated rate wage employees in the Bureau of Reclamation. These schedules shall be based on annual special wage surveys conducted by the Bureau of Reclamation in each special wage area. Survey jobs representing Bureau of Reclamation positions at up to four levels will be matched to private industry jobs in each special wage area. Special schedule rates for each position will be based on prevailing rates for that particular job in private industry.

(b) Each supervisory job shall be described at one of four levels corresponding to the four supervisory situations described in Factor I and four